

Person Specification

Job Title: Deputy Headteacher

Pay Range: L12 – L18 Hours: Full time

Knowledge / Qualifications:

- To hold a teaching qualification in Education which is recognised by the DFE
- A graduate
- To have evidence of continuing and recent professional development relevant to the post.
- Knowledge of equality of opportunity issues and how they can be addressed in schools.
- An excellent understanding of current theory and practice of best practice in teaching and learning, particularly as it relates to achieving high rates of progress of children of primary age.
- A good understanding of effective leadership and management in relation to raising pupils' attainment and school improvement.
- An understanding of the importance of the culture and ethos of a school in securing high standards and of strategies for improving these.
- Good understanding of effective strategies for gaining and maintaining high standards of discipline at whole school level, in accordance with the school's policy.
- Good understanding of how opportunities can be made to enrich and enhance the curriculum to address the needs of all pupils.
- Good up to date understanding of child protection issues and procedures.
- Good understanding of statutory requirements upon primary schools.
- An understanding of the role of parents and the community in school improvement and how this can be promoted and developed

Experience:

- Successful experience of improving the quality of teaching and learning, through processes of monitoring and support.
- Experience of managing and using pupil attainment and tracking data bases.
- Experience of developing and leading staff development programmes for teachers and other staff.
- Experience of initiating and implementing strategies to improve parental involvement in their children's learning.

Aptitudes, Skills and Competencies:

- To be an excellent teacher.
- Ability to provide a model of best practices, through teaching in own or others classrooms.
- To demonstrate leadership qualities, including energy, resilience and the ability to enthuse and motivate others.
- To be able to articulate a clear vision for high quality education in an inner city context.

- To have a good personal presence, good communication skills and a sense of humour.
- To be able to communicate clearly both orally and in writing with a diverse range of audiences, including children, parents and carers, governors, staff and outside agencies.
- To relate well to children and be responsive to their needs.
- To be able to develop and maintain effective relationships with all members of the school community and outside agencies.
- To be approachable, accessible and flexible.
- To be able to work effectively under pressure, to prioritise appropriately and to meet deadlines.
- To have good analytical skills, being able to synthesise complex information, summarise, draw appropriate conclusions and make decisions.
- To be able to understand, interpret and present school performance and financial data.

Special Conditions

- Motivated to work with children & young people.
- Ability to form & monitor appropriate relationship & personal boundaries with children & young people.
- Emotional resilience in working with challenging behaviours.
- Appropriate attitudes to use of authority & maintaining discipline.
- The postholder may be required to work during school holidays on occasion, with due notice.
- To undergo an enhanced DBS check – individuals on the ISA barred list should not apply.